UNITED
NATIONS

CEDAW

Convention on the Elimination of All Forms of Discrimination against Women

Distr.
GENERAL

CEDAW/C/JPN/2
9 July 1992

ORIGINAL: ENGLISH

Committee on the Elimination of Discrimination
against Women (CEDAW)

CONSIDERATION OF REPORTS SUBMITTED BY STATES PARTIES
UNDER ARTICLE 18 OF THE CONVENTION

Second periodic reports of States parties

JAPAN *

* For the initial report submitted by the Government of Japan, see CEDAW/C/5/Add.48, CEDAW/C/5/Add.48/Amend.1 and CEDAW/C/5/Add.30/Corr.1; for its consideration by the Committee, see CEDAW/C/SR.108, CEDAW/C/SR.109 and CEDAW/C/SR.111 and Official Records of the General Assembly, forty-third session Supplement No. 38 (A/43/38), paras. 232-289

Part I

General Information

1. This report is the second to be submitted to the Secretary-General of the United Nations in accordance with Article 18 of the Convention on the Elimination of All Forms of Discrimination against Women (hereinafter referred to as "the Convention") ratified by Japan in 1985.

2. Japan's first report (CEDAW/C/5/Add.48) was submitted in March 1987 and was considered at the seventh session of the Committee on the Elimination of Discrimination against Women held in 1988.

3. Japan's national machinery for the advancement of women is the Headquarters for the Planning and Promoting of Policies Relating to Women (hereinafter "the Headquarters"), which is presided over by the Prime Minister and whose membership comprises the Vice-Ministers of all Ministries and Agencies. The Headquarters formulates national plans of action for the advancement of women, in accordance with which measures for women are promoted. It is also responsible for comprehensive and effective promotion of measures relating to the implementation of the Convention; in close coordination with related Ministries and Agencies, the Headquarters takes the leading role in the steady implementation of measures for women.

4. In May 1987, after the submission of the first report, the Headquarters formulated "the New National Plan of Action towards the Year 2000," which provides basic measures relating to women to be promoted from a long-term perspective by the year 2000 and concrete medium-term measures to have been carried out by the end of fiscal 1990, in line with the "Opinion" submitted by the Advisory Council to the President of the Headquarters (hereinafter "the Advisory Council"), and based on the achievements of the past plan of action and the Nairobi Forward-looking Strategies for the Advancement of Women, adopted at the Nairobi World Conference held in 1985. The New Plan of Action seeks full demonstration of women's potential by eradicating stereotyped concepts of male and female roles and by establishing social conditions for women's full participation in society; its aim is to form a society of joint participation by men and women to enable men and women to contribute jointly to the development and stability of society.

5. The Headquarters is promoting the above-mentioned New Plan of Action through close contacts and coordination with related Ministries and Agencies and is thereby strenuously implementing measures towards not only de jure but de facto equality. With the expiration of the medium-term targets that provided concrete measures by fiscal 1990, the New Plan of Action was revised in May 1991, focusing on medium-term targets, in line with the "Opinion" submitted by the Advisory Council and the recommendations and conclusions arising from the first review and appraisal of the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women adopted by the United Nations Economic and Social Council in 1990. The overall objective has been intensified by adding the word "active" to "joint participation". Based on the revised plan, Japan intends to continue to reinforce its efforts towards male-female equality.

6. Part II of this second report contains details of the specific progress made since the previous report. Its main points are the following:

Greater participation by women in policy decision-making: political representation and posts of public officials

From 1989 to 1990, significant changes were seen in the area of participation by women

in Japanese politics. The representation of women in the Diet has been improved: In March 1987, when the first report was submitted, there were all together 29 women in the House of Representatives and the House of Councillors; as of June 1990, the number increased to 46. Furthermore, since the first report, women have been named to four Cabinet posts.

In the area of the civil service, at the time of the first report, there was one job category of national public service (Regular Service) for which women were still not eligible to take the entrance examination; this restriction was removed in 1989 and currently there is no restriction against women from taking the National Public Service Entrance Examinations (Regular Service) in Japan.

Although women's representation in national advisory councils, etc., is increasing, the level still remains low; in July 1989, the Headquarters agreed to make further efforts in this area. As of March 31, 1991, women accounted for 9.0% of national advisory council membership.

Education: improvement and expansion of home economics courses

In connection with the home economics curriculum, in which boys and girls have been treated in different ways, the Courses of Study was revised in 1989 so that the identical curriculum would be devised for both boys and girls from elementary school to high school.

Promotion of measures to ensure equal opportunity and treatment for men and women in employment

Under Article 6 of the Equal Employment Opportunity Law which became effective in 1986, "Basic Policy Concerning Measures for the Welfare of Women Workers" was formulated in June 1987; and, such specific measures are being taken as, for example, informing the public thoroughly of the Equal Employment Opportunity Law, counselling and active guidance to employers at Prefectural Women's and Young Workers' Offices, as well as assistance to the employers to facilitate utilization of women workers. With regard to seafarers' welfare, "basic guidelines for measures for the welfare of women seafarers" have been formulated, and measures for improvement of welfare for women seafarers are being carried out at District Transport Bureaus and similar agencies.

As a result of these measures, Japanese society is becoming increasingly aware of the goals of the Equal Employment Opportunity Law, one of the domestic laws Japan prepared for ratification of the Convention and progress has been seen in terms of the number of companies recruiting women graduates of four-year universities, greater presence of women in professions that were traditionally male dominant, and the eradication of discrimination in compulsory retirement age rules, etc.

Rules concerning the application of laws

In connection with gender equality in marriage and family relation, Japan revised its rules concerning the designation of applicable laws in private international law cases in 1989 to attain full equality of the sexes in the designation of laws applicable to such cases as international marriages and adoptions.

Public relations and information activities

Needless to say, to achieve equality between men and women, it is significant to

improve people's consciousness of equality; and, public awareness campaigns play an important role in achieving this end. In Japan, in addition to previous public relations and information campaigns, several new programmes have been carried out since the submission of the first report. In 1989, the tenth anniversary of the adoption of the Convention, commemorative events were held throughout Japan to raise national awareness of equality between men and women and the advancement of women.

7. Japan has striven since ratification of the Convention to realize further equality between men and women, based on the spirit of the Convention, and has promoted measures to realize de facto as well as de jure equality.

8. As pointed out already in the first report, it is important to eradicate prejudices, customs, and practices based on stereotyped concepts of roles for men and women deeply rooted in society in order to realize de facto equality between men and women; this is one of the important pillars of Japan's national plan of action. Although Japan has seen considerable improvement in correcting traditional stereotyped sex role concepts in recent years, progress is still insufficient. Japan continues to actively promote information and public relations campaigns and preparation of conditions to facilitate both of women's participation in society, especially in the policy decision making active participation by men in household chores and community activities.

9. The environment surrounding Japanese women today is undergoing major changes and solutions to the problems they face will not necessarily be easy. To this end, it is necessary to address newly arising issues effectively as well as to promote measures to solve already existing problems. The Japanese Government, as a State Party to the Convention, intends to continue its efforts to realize real equality between men and women

Part II

Article 2

10. There has been no change worth noting since the first report with respect to Article 2, (a) through (c) and (e) through (g), of the Convention.

Article 2 (d)

11. All relevant ministries and agencies have been making strenuous efforts in accordance with the spirit of the "Outline for Promotion of Special Activities to Accelerate Women's Participation in Policy Decision-Making", a document formulated by the Headquarters in June 1977, which was mentioned in the first report. Japan would like to report the state of recent progress related to two particular items as follows.

Promotion of women's representation in advisory councils

12. Women are increasingly participating in various areas of the society, in both public and private sectors; women's participation in the policy- and decision-making process is also making steady progress, although women are still under-represented. The Headquarters therefore formulated in May 1987 "the New National Plan of Action towards the Year 2000", which established numerical goals of women representation in national advisory bodies, namely 10% by the end of fiscal 1990 and to 15% by the year 2000, to promote a greater women's presence in those bodies. To achieve these goals, Special Advisors to the Headquarters studied appointments of women to advisory council posts by holding hearings from Ministries and Agencies concerned between March and December 1988 and made recommendations on present situations, existing problems, and future tasks that were submitted to the Headquarters' president (the Prime Minister) in July 1989. In the light of the Advisors' recommendations, the Headquarters has agreed that further efforts be made to promote women's representation in the advisory bodies. Requests for cooperation have been made by the Chief Cabinet Secretary, the Vice-President of the Headquarters, to the heads of 218 organizations, including labour and business organizations, which are involved with council membership recommendations. Such efforts being undertaken, the proportion of the representation of women is increasing annually.

13. As of March 31, 1990, the percentage of women members in advisory councils was 7.9%, 1.2 percentage points higher than the previous year; as of March 31, 1991, the figure had risen to 9.0%.

14. In the first revision of the New National Plan of Action in May 1991, the target date for reaching a 15% women's representation level was put forward by five years from the year 2000 to the year 1995.

Women's representation in the national civil service

15. In 1975, there were 12 job categories of regular national civil service for which women were not allowed to take the entrance examination, but these restrictions have been abolished one after another and as of fiscal 1989, all such restrictions have been removed (Cf. following section concerning Subsection (b) of Article 7). The number of women in managerial posts in the national civil service also continues to grow.

Article 3

16. Promotion of lifelong learning and of human resources development projects have been the main measures taken in Japan in connection with this provision of the Convention. Since

the first report, progress has been made in the following areas.

Promotion of lifelong learning

17. The improvement of opportunities for learning throughout one's lifetime has been considered as a way to facilitate independent choices by women of a variety of lifestyles the following measures are being implemented.

Development of mechanisms for promoting lifelong learning

18. The Ministry of Education, by restructuring and expanding the Social Education Bureau, set up a Lifelong Learning Bureau in July 1988; efforts are also being made at the prefectural and municipal level for development of mechanisms to promote lifelong learning. In July 1990, a "Law concerning the Development of Mechanisms and Measures for Lifelong Learning" was enacted. The Law provides that national and local governments take necessary measures to improve structures for promoting measures to encourage lifelong learning and to improve lifelong learning opportunities in the community.

19. In February 1991, Council on Lifelong Learning, established in accordance with the said law, was commissioned to study "Lifelong Learning Promotion Measures Adapted to Future Social Trends", and "Standards for the Development of Mechanisms and Measures of Projects for Promoting Lifelong Learning at the Prefectural Levels" was notified.

20. Through these measures, Japan is striving to further improve learning opportunities for women at every stage in their lives.

Lifelong learning festivals

21. It was decided from fiscal 1989 to hold annual lifelong learning festivals with a view to contributing to further promotion of life-long learning by promoting participation in learning activities as well as to elevating each individual citizen's incentive to lifelong learning through such measures as offering the general public, on a nationwide-scale, opportunities for hands-on activities related to lifelong learning. The first lifelong learning festival was held in Chiba Prefecture in November 1989 and the second in Kyoto Prefecture in November 1990; the festivals consisted of ceremonies, symposia on the topic of women's future, lectures, exhibitions, and other events where participants reflected on the present status and future prospects of lifelong learning for the general public, including women. The first festival attracted 244,000 participants (of whom 48.1% were women) and the second, 453,000 (of whom 50.7% were women).

Improvement of lifelong learning information service system

22. To further support individual citizens' lifelong learning, since FY 1987 the Japanese government has subsidized projects for the improvement of lifelong learning information service systems implemented by prefectural governments. To date eight prefectures have undertaken such projects.

23. These projects are to establish lifelong learning information data bases by systematically collecting and storing information on various learning opportunities in order to meet the diversifying and ever more advanced educational needs of community residents, and to improve systems to provide educational counseling services and to furnish community residents, via public centers for lifelong learning and public halls, etc., with information regarding lifelong learning. Information regarding lifelong learning includes information on women's classes and women's studies, and it is hoped that women will make use of such information.

Wider community access to educational institutions

24. It is significant to make the results of the universities' research and education activities and specialized educational services offered by high schools and special training schools available to the general public, including housewives, in the local community.

25. To achieve this end, in addition to the existing university extension courses, a project has been undertaken from 1988 in high schools and from 1990 in special training schools to provide open courses.

University of the Air

26. The University of the Air was established in 1983 to provide a new type of educational institution adapted to the lifelong learning age effectively making use of various media, in particular, television and radio, to provide a university education to housewives and others of the general public. The University of the Air began accepting students in April 1985, and in March 1989 it produced its first graduates. In the first semester of the 1991 academic year, 34,909 students were enrolled, of whom 17,437 (49.9%) were women. As of March 1991, graduates number 1,951 of whom 1,183 (60.6%) are women.

Promotion of social education

A. Learning opportunities for women

27. In order to advance women's status and find solutions to problems of everyday life facing adult women by responding to women's diverse need for learning, Japan is making efforts to improve conditions for promoting women's education such as offering better educational opportunities, supporting women's organizations and group activities, building women's education centers, and promoting social participation campaigns of many types.

28. Firstly, the Japanese government encourages the establishment of women's classes held by women in a systematic and continuous way with a view to help women improve their skills and qualifications and face daily problems with confidence. In fiscal 1989, 32,000 such classes were held nationwide, with attendance at about 1.41 million women.

29. In addition to these measures already taken, subsidies have been extended since fiscal 1989 to prefectural and designated municipal governments to establish the "Women's Lifelong College," in cooperation with universities and other higher educational institutions with a view to offering women more advanced, specialized learning opportunities.

30. Secondly, to promote greater participation of women in society, the government of Japan assists "Volunteer Activity Promotion Programmes for Women"; these courses offered by municipal governments are designed to foster women's volunteer activities and to support volunteer activities by women volunteers, after they complete the course, at such facilities as public halls, libraries, and welfare facilities for the elderly.

31. With the increasing internationalization of society, grass-roots-level international exchange activities utilizing women's international skills, experience, and qualifications are of growing importance; for this reason, since fiscal 1988, the government of Japan has subsidized and promoted "Women's International Exchange Festivals," held by prefectural and designated governments. The Japanese government also supports programmes organized by boards of education and women's organizations to train leaders of women's education to encourage women to plan and carry out these educational activities themselves. To facilitate full demonstration of women's potential in many areas of society, since fiscal 1990 the government has promoted "Support Projects to Promote Women's Participation in Society" under which

model projects involving various educational and practical activities are implemented, organized primarily by women's organizations and groups.

32. Thirdly, the government of Japan is striving to improve women's education centers. Women's educational facilities carry out various projects including training and exchange programmes, and information services for people involved in women's education and other women in general, and also serve as a place for various women's educational activities by women's organizations and groups. The national government has subsidized the development projects by local governments for regional women's education centers since fiscal 1978. By fiscal 1990, 12 facilities have been built under such projects. As of April 1, 1990, there were 211 women's education centers nationwide (one national, 160 municipal, and 50 private); in fiscal 1989, these centers were used by a cumulative total of 4.42 million people.

33. In addition to being used as places for learning and making contacts, and as sources of information regarding lifelong learning, these women's education centers are used for various volunteer activities, serving as a place for women's participation in society. To improve such programmes, in fiscal 1989, a pamphlet of women's education entitled "Meeting Your New Self" was produced and distributed to women's education supervisors and other related personnel; in 1990, an English pamphlet on women's education and activities in Japan was published.

B. Women's organizations and group activities

34. Women's organizations carry out a variety of educational and social activities at the national and international levels with the view to promoting women's education and education at home, advancing women's status, and improving family and social life. The Ministry of Education and local boards of education provide assistance by requests including guidance, advice and financial support to public programmes, respecting the independence of women's organizations and groups. As of the end of fiscal 1989, there were approximately 31,000 women's organizations with approximately 7.15 million members, which accounted for 15.4% of the female voter population. The national government subsidizes projects carried out by women's nationwide organizations including leaders' study conferences, overseas missions, and survey and research projects; it also provides opportunities for exchanges of information and conducts hearings on national education programmes.

C. Promotion of learning opportunities for the elderly

35. In our long-life society, women, who account for sixty per cent of the population over 65 years of age, facing many problems in terms of health maintenance, social security, and family life, have diverse and advanced needs for learning. Men also feel the need for independence in their post-retirement lives.

36. Various programmes are being carried out in Japan to respond to such lifestyle changes and to the diverse and advanced needs for learning, in order to enable the elderly to lead full lives and to feel their lives are worth living. "Comprehensive Programmes for a Worthwhile Life for The Elderly" are being carried out at the municipal level; these projects involve establishing councils to promote education for the elderly, holding life-goal seminars, utilizing the ability of the elderly, and holding inter-generational exchange activities. At the prefectural level, since fiscal 1989, the project "Lifelong Academy for The Elderly" is under way to improve opportunities for learning advanced and specialized subjects in a wide range of fields in cooperation with local universities, private educational programmes and other institutions, and to actively utilize people who have completed those courses as community leaders. Since fiscal 1990, courses designed to redevelop the professional and domestic skills of middle-aged and elderly people have been organized to help them to live richer and more worthy lives in their old age.

37. Many elderly women find more meaning in their lives and take greater part in community life by improving their knowledge, technical skills, and abilities and demonstrating them in local community activities by actively participating in the above mentioned programmes.

Promoting health and meaningful life for the elderly

38. As a step toward the realization of a pleasant and vigorous long-life society, foundation must be laid so as to ensure that the elderly can demonstrate their vast experience, abundant knowledge and seasoned technical skills in every area of social life including home, the local community and workplace, can stay healthy and lead a meaningful life by taking part in social activities.

39. With this in mind, Japan began in fiscal 1989 to implement programmes promoting meaningful and healthy lives for the elderly. At the prefectural level, the offices to promote prosperous longevity societies has been established; at the national level, "Foundation of Social Development for Senior Citizens" has been set up to engage in the following activities: i) informing the public about social activities by the elderly, ii) setting up organizations to promote sports, health-maintenance, and community activities for the elderly; and iii) promoting training programmes for leaders to promote volunteer and other social activities by the elderly. Model municipalities have also been designated, where the comprehensive programmes including senior sports, health promotion and university for senior citizens are positively implemented in order to promote meaningful and healthy lives for the elderly.

40. The offices to promote prosperous longevity societies are being established in all prefectures according to a three-year plan beginning in fiscal 1989. As for the model municipalities programme, a further 152 municipalities will be designated for the term of two years, and with the already designated ones, the programme will be implemented in a total of 304 municipalities.

41. Many elderly women, by taking an active part in these programmes, are making use of their abundant experience and technical skills to lead healthy and meaningful lives in their communities.

Expansion and improvement of activities by the National Women's Education Centre

42. The basic activities of the National Women's Education Centre were outlined in the first report. In this report, Japan describes its activities in detail.

43. The Centre carries out seminars for national women's organizations and for representatives of women's education centers as well as specialized courses on women's learning activities to give women's leaders practical training opportunities. It also plays a network-forming role by providing such opportunities for leaders of women's education from all over Japan.

44. The centre also carries out the National Exchange Meeting for Women and the International Forum on International Exchange, which provide contacts between Japanese women and foreign residents in Japan.

45. In connection with studies and projects on women's education, the Centre engaged in research and development of curricula and methods for teaching women needed to develop the skills of women who wish to play a greater part in society and has begun to implement an experimental programme in cooperation with women's education centers all over the nation. It also conducts specialized studies and researches connected with women and the family, such as women's studies courses and family education study seminars on the theme of parenting.

46. As part of its information projects, the Centre also collects and provides information about women's education, parents education and related fields. The core institution is Information Center for Women's Education, opened in 1987, which has compiled a women's education thesaurus to enable effective computerized searches for information as well as data bases of library source materials and periodicals related to women's education and parents education. Since fiscal 1989, the Centre has held training sessions on data processing for overseas experts on information about women's education designed for female personnel dealing with education data processing in the Asia Pacific region, and sessions for women data processing staff designed for Japanese personnel. The center publishes the Fujin Kyoiku Joho ("Information on Women's Education" in Japanese) and the NWEC Newsletter (in English).

47. In fiscal 1990, the Center installed a medium-sized computer and is now promoting the formation of domestic and overseas women's information networks that link women's education centers, public centres for lifelong learning, and other educational institutions.

Promotion of development of vocational ability

48. In Japan, a number of programmes are under way to develop and enhance women's vocational abilities in order to further encourage women to enter a wide range of professions and to demonstrate their capabilities. Those programmes, which were mentioned in the first report, are described in detail in this second report. The following programmes are administered without any discrimination between men and women.

Information, counseling, and other services provided at service centers for human resources development

49. To facilitate development and enhancement of women's vocational abilities, it is essential to provide women workers with ample information and to ensure a system to offer them counseling about development and enhancement of their vocational abilities. To that end, information, counseling and other services are provided through service centers for human resources development. Those centres have been established since 1985, and to date, in total, 47 such centers have been set up, one in each prefecture

Promoting vocational ability development of women workers by private enterprise

50. To develop and raise the level of women workers' vocational abilities, it is necessary to designate personnel in charge of vocational abilities in each company to advise workers on the development of their vocational abilities. Therefore, since 1985, a human resources development promoter system in private enterprise has been set up.

51. Systems of benefits and other subsidies have also been established to encourage employers to train workers, including women, to develop and enhance their vocational abilities.

52. In public vocational training, human resources development and enhancement is being actively carried out to complement human resources development in the private sector.

53. Contents of the programmes and related figures are as follows:

Information, counseling and other services

Service centers for human resources development have been established by Prefectural Associations of Human Resources Development where expert advice and counseling are available.

Appointment of human resources development promoters

To ensure human resources development of workers in companies, employers are expected to make efforts to appoint "human resources development promoters" to be in charge of drafting and implementation of internal human resources development plans and counseling and guidance to workers on human resources development.

The number of appointed human resources development promoters are as follows:

July 1, 1986	12,979
July 1, 1987	20,632
July 1, 1988	29,391
July 1, 1989	37,677
July 1, 1990	44,716

Benefits and other subsidies

Costs of education and training are subsidized under the vocational ability development benefit programme.

The benefits are paid to employers who send their workers to either internal or external education and training facilities for vocational training.

The eligible employers and expenses covered under the programme are as follows:

1. Employers eligible for subsidies

(a) Employers who, hearing the views of their labour unions, and others, have drafted a plan as stipulated in Article 11 of the Human Resources Development Promotion Law (hereinafter referred to as a "private plan for human resources development"), and;

(b) Give the following types of vocational training to their workers based on the above-mentioned plan;

(i) Training needed to assume new professional duties due to position transfer, temporary transfer to another organization,and other resources;

(ii) Training needed to acquire specialized knowledge or skills;

(iii) Training needed to increase adaptability to technological advances;

(iv) Training needed to facilitate reemployment after age-limit retirement;

(v) Other training needed to develop and enhance vocational abilities of workers; are eligible for subsidies.

2. Expenses covered under the programme

A given percentage of the expenses listed under (a) through (d) below is

covered by subsidies; (As for (a), in the case of large companies, one-fourth of the expenses is covered, in the case of smaller companies, one-third of the expenses is covered)

(a) Lecturers' honoraria and cost of educational materials used for in-house group training, and other related operating expenses;

(b) Tuition and other fees for training of workers sent to outside facilities;

(c) Workers' wages during the training;

(d) Expenses of support for training of workers who are about to retire.

Public vocational training

The national and prefectural governments have set up public vocational training facilities to develop the vocational abilities of unemployed workers and those changing their occupation, new school graduates who are not yet employed, persons with disabilities and workers in small and medium-sized companies where sufficient human resources development is difficult to attain. Public vocational training curricula are being revised annually and the facilities and their equipment are being improved to keep up with economic and social developments responding to the needs of the trainees, including women.

As of 1990, total of 383 public vocational training facilities, 106 national and 277 prefectural, have been set up; they provide training for approximately 400,000 people every year.

Welfare Centers for Working Women and other programmes to assist women's reemployment (also related to Article 11)

54. Welfare Centers for Working Women are the institutions established by local governments to implement overall welfare programmes for women workers. As of the end of fiscal 1990, 219 such centers had been set up with national financial assistance.

55. The national government supervises the project to ensure that those centers operate and improve their services to meet the needs of working women in their communities and other users. Under such supervision, training courses have been offered since April 1988 for people, including housewives who wish to be reemployed in the field of nursing care for the elderly.

56. As for reemployment assistance programmes, to the growing number of women who wish to be reemployed after having completed the most time-consuming stage of child-rearing, in fiscal 1988, a self-diagnosis guide was developed to assist women who wish to be reemployed to identify their own experiences and conditions for work and to make their merits appealing to companies. In fiscal 1989, programmes were devised for group job counseling and orientation for people who wish to be reemployed. In fiscal 1990, a reemployment guidebook was developed to provide information on reemployment.

Article 4, paragraph 1

57. In connection with special measures stipulated in this paragraph, of the related Japanese policies stated in the first report some advances have been made in the special measures for mothers of fatherless families and widows, as reported below.

Reemployment systems for women workers after child-rearing

58. Article 25 of the Equal Employment Opportunity Law stipulates that employers have an obligation to endeavor to establish reemployment systems for women workers. Since the enactment of the law, the rate of introduction of reemployment systems for women workers has increased substantially, but the level was still as low as 16.6% in 1988. The Ministry of Labour is therefore strenuously promoting establishment of the reemployment systems by providing Re-engagement Incentive Benefit (¥300,000 per woman reemployed by a smaller company, ¥200,000 per woman reemployed by a large company) to employers who implement the systems with certain conditions, and by carrying out intensive public relations campaigns focused on the Child Care Leave Promotion Month.

Special measures for mothers of fatherless families and widows

59. To further stabilize the livelihoods of mothers of fatherless families and widows, a new programme has been implemented since fiscal 1989 to reinforce the livelihood guidance for fatherless families. It provides easy access to advice on daily lives through telephone counseling and holds various lectures for livelihood guidance.

60. Bearing in mind low-income fatherless families, a new tax system was also introduced in fiscal 1989 that includes a special increment system regarding tax deduction for mothers of certain fatherless families, in addition to the previously existing deduction.

Article 4, paragraph 2

61. There have been no changes worth noting since the first report with respect to this Paragraph.

Article 5 (a)

62. With reference to this subsection, Japan reports the information campaigns conducted on a nationwide scale during certain designated period such as special "weeks" and new programmes implemented since submission of the first report .

Public relations campaigns conducted by designating special "weeks" and other activity periods

A. Women's Week

63. To commemorate the first House of Representatives election in which Japanese women exercised the right to vote (April 10, 1946), every year since 1949, the Ministry of Labour has designated the week from April 10 to April 16 as "Women's Week, " during which information campaigns are conducted with a specific theme chosen to advance women ' s status .

64. From 1986 to 1990, the theme of Women's Week has been "Let's correct stereotyped ways of thinking about the ability and role of women". With the cooperation of related ministries and agencies, women ' s organizations, employers ' associations, the press and other organizations, a variety of activities including lectures, public debates, and seminars are conducted nationwide.

65. In 1988, to commemorate the 40th anniversary of Women's Week, an essay contest on the theme of Women's Week was held in Japan's elementary, junior high, and high schools, which attracted the attention of the general public. The essays that won Director-General of Womens Bureau Award were published as a picture book, which is now being used in some elementary schools, and has helped to educate people to eradicate stereotyped attitudes.

B. Equal Employment Opportunity Month

66. To mark the promulgation of the Equal Employment opportunity Law on June 1, 1985, the month of June has been designated Equal Employment Opportunity Month since 1986, the first year that the law was in force. During the month, a wide variety of activities for enlightenment and collective guidance are carried out to raise awareness and understanding by the general public, including workers and employers, about equality of opportunities and treatment in employment between men and women.

67. June 1990 marked the fifth Equal Employment Opportunity Month. To celebrate this occasion, employers and women workers were invited to submit essays on cases of improved labour management and personal experiences in connection with the Equal Employment Opportunity Law, and their contributions were utilized as public information materials on the law.

C. Human Rights Week

68. Since 1949, the Ministry of Justice and National Federation of Consultative Assemblies of Civil Liberties Commissioners have designated the period from December 4 to December 10 as Human Rights Week and with the cooperation of related organizations and groups have appealed to the public for greater awareness of human rights.

69. During Human Rights Week, the Ministry of Justice mobilizes its Legal Affairs Bureaus and District Legal Affairs Bureaus throughout Japan as well as Civil Liberties Commissioners (13,072 members as of April 1, 1991) to conduct information campaigns. Since 1975, "Raise the Status of Women" has been included in priority topics for Human Rights Week, and various campaigns and events are held throughout Japan such as, a) lectures, seminars, and film showings, b) the setting up of special temporary centers for human rights counseling, c) public information broadcasts on television, radio, and cable networks, d) public information through the printed media, and e) distribution of posters, leaflets, and pamphlets to raise awareness on issues concerning women.

New Activities: Celebration of the 10th anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women

70. With the objective of raising the de facto status of women, five basic targets have been set forth in Japan's "New National Plan of Action towards the Year 2000," the overall objective of which is the formation of a society where men and women participate equally. These include two targets that Japan considers priority tasks in relation to policies affecting women: a) improving people's awareness of equality of the sexes; and b) encouraging active and joint participation in all fields of society by men and women on the basis of equality. Efforts are being made to correct the present situation in which rigid stereotypes regarding the roles of men and women still remain.

71. In particular, in 1989 the Headquarters held regional conferences in three parts of Japan to mark the 10th anniversary of the adoption of the Convention on the Elimination of All Forms of Discrimination against Women to publicize the purposes of the Convention, by sponsoring public gatherings. With a view to raise awareness of measures included in the New National Plan of Action, in May 1987, after formulation of the plan, a wide spectrum of participants representing private organizations and public administrators involved in women's affairs were brought together to hold a national conference to promote the New National Plan of Action towards the Year 2000.

72. In December 1990, another national conference was held to publicize the recommendations and conclusions arising from the first review and appraisal of the

implementation of the Nairobi Forward-looking Strategies for the Advancement of Women to the Year 2000.

73. The Headquarters is active in promoting various information activities designed to deepen understanding of women's issues in Japan, notably through the publication of "Present Situation of and Measures Relating to Women in Japan" (the first report on the implementation of the New National Plan of Action) and the production of a documentary video, "Japanese Women Today" (both in 1989). In 1988, with a view to stimulate the nation as a whole to eradicate still deep-rooted sex-role concepts, an essay contest was conducted on the topic of women's issues and the winning selections were compiled and widely distributed.

Article 5 (b)

74. Japan's New National Plan of Action towards the Year 2000 enunciated as one of the basic policies to promote equal participation by men and women in housework, child raising, and nursing of the sick.

75. Under the policy, Japan is carrying out various measures to instill in society greater awareness that tasks such as housework, child raising, and nursing of the sick are men's and women's joint responsibility and that cooperation on both sides is essential for achieving a wholesome family life.

Parent Education Classes

76. The national government encourages the establishment of Parent Education Classes (projects at the municipal level to provide parents and those interested in home education with the opportunity to learn about home education for a certain period of time in a systematic and continuous manner and in a group setting); in fiscal 1989, for example, approximately 27,000 such classes were given to a total of about 1,790,000 people throughout Japan.

77. Such classes have been held in Japan as classes for parents who have children of school age, classes focused on infant care for parents with babies and infants, Classes for Prospective Parents (newly married men and women and pregnant women), and Classes for Working Parents for parents of dual-income families. With the increasing gravity in recent years of problems facing parents with adolescent children concerning sex, refusal to attend school, etc., the government has also encouraged since 1989 the organization of "adolescence seminars" for parents with children in this age group.

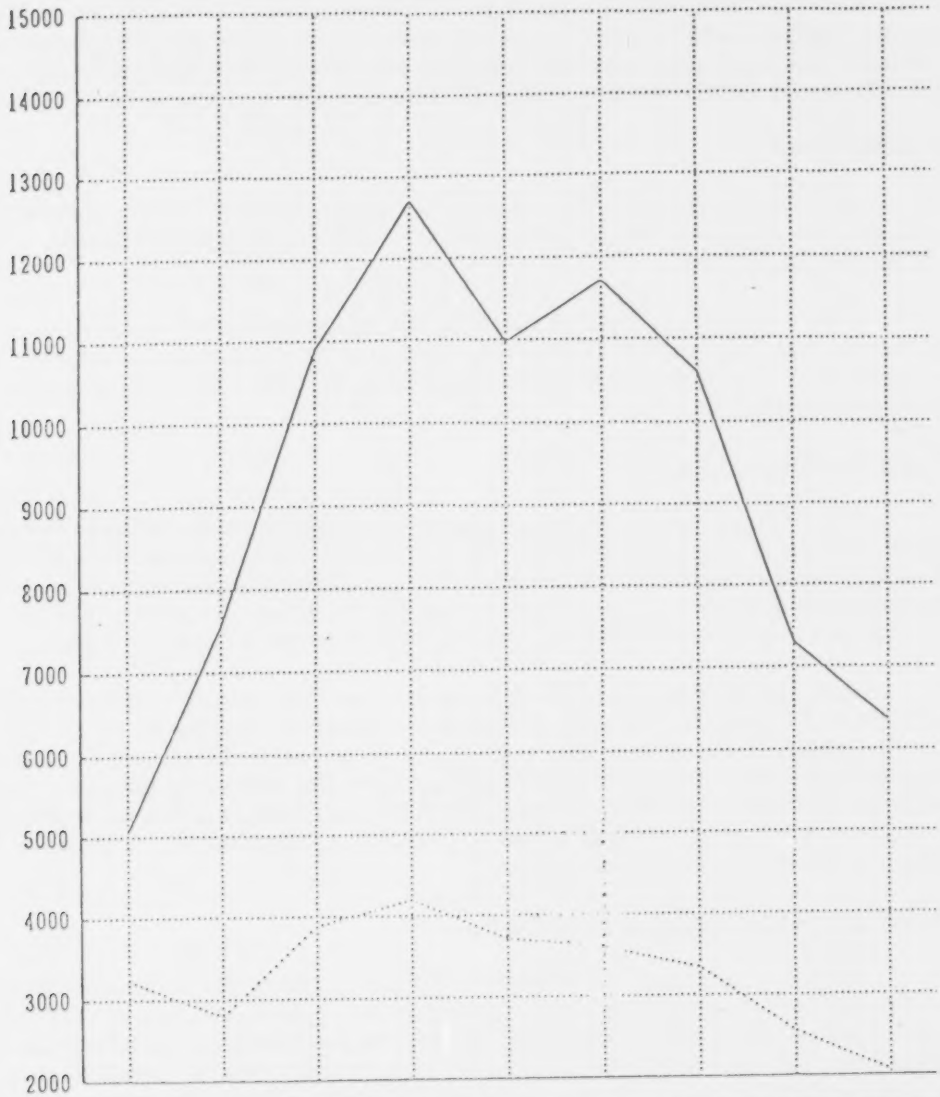
Preparation of parent education handbooks

78. Since the first report, the Ministry of Education has produced three home education texts for three different stages of childrens' development to help people to grasp the main issues and various points important to home education in an environment where economic and social development are changing the situation of women and families as well as to provide those engaged in planning and implementing Parent Education Classes, etc. with reference materials. It emphasizes the role of the father in home education and the need for equal education at home for both boys and girls. For instance, it points out the importance of sharing housekeeping and child care between the husband and wife as their joint responsibility in a dual-income family, which is rapidly becoming more common in Japan. In this way, the handbook stresses, the work of both parents will be perceived positively by the children. It also covers what child care should be like in a society in which the roles of men and women are changing as a result of economic and social developments and changes in the life cycle.

79. These materials are available commercially to help parents learn these subjects through self-study.

GRAPH

Number of arrests and people arrested for prostitution-related crimes



	1975	1983	1984	1985	1986	1987	1988	1989	1990
— Cases	5.050	7.559	10.892	12.710	10.973	11.715	10.610	7.303	6.352
···People arrested	3.241	2.795	3.884	4.198	3.717	3.602	3.337	2.565	2.070

Article 6

80. Prostitution not only impairs human dignity but also corrupts the morals of society, and there are concerns over its bad influence on the wholesome upbringing of young people.

81. In the first report, Japan reported on its legal system to prevent prostitution, primarily the Prostitution Prevention Law (in force since 1958). This report includes: (a) arrests for prostitution-related crimes in Japan, (b) control of prostitution, and (c) enlightenment activities regarding the respect for the sexes as a means to prevent prostitution before it is committed.

(a) Arrests for prostitution-related crimes in Japan

The number of arrests for prostitution-related crimes has remained roughly at the high level of 10,000 cases per year since 1984, but in 1989 it fell substantially (by 3, 307 cases compared to the previous year) to 7, 303. In 1990, the number of arrests fell again by a further 951 cases to 6,352.

However, the types of crime related to prostitution, have become even more complex and diverse; dominant cases are of dispatching prostitutes while other types include the use of private rooms of bath houses, and the modi operandi are becoming increasingly pernicious and complex.

In addition, organized crime is behind many of the crimes related to prostitutions; of 2,070 people arrested last year, 389 (18.8%) were members of boryokudan (criminal gangs).

(b) Control of prostitution

In Japan, May is designated annually as the month for intensive control and prosecution of public morals-related crimes; during this month stepped-up efforts coordinated nationwide are launched to control prostitution-related crimes .

Data from the Public Prosecutors Office on prosecution of prostitution-related crimes show that in recent years a greater proportion of arrests are followed by indictments, with over 80% since 1985; in 1990, this high indictment rate was maintained (84.6% in 1990).

(c) Enlightenment activities regarding respect for sex

The New National Plan of Action towards the Year 2000 seeks to instill greater awareness of respect for sex. Toward that end, the following specific measures are being implemented:

Sex education

Sex education is widely carried out to teach people to regard human sex as a basic part of each person's personality, to learn scientific knowledge about sex, to understand its importance in our lives and to enable people to behave in ways that are desirable as men and women respectively, based on the spirit of equality of men and women.

(a) Sex education today in schools

Pupils and students are guided through a spectrum of educational activities, primarily, health and physical education, homemaking, moral education in

addition to other activities, with a view to giving scientific knowledge regarding sex according to their stage of development to help them learn to develop their own approach to life, how to form interrelationships between men and women, based on respect for human dignity and the spirit of male-female equality.

(b) Sex education today in social education

In social education, the promotion of education about sex is being sought through Parents Education Classes and other courses and lectures for adults.

Efforts are also made to improve sex education by measures such as producing parents education handbooks, providing information via television and other media, and offering telephone counseling services.

Public relations activities

Public relations activities are carried out in Japan to prevent women from being involved in sex-related crimes and other illegal acts including prostitution. Every year, a campaign to purify public morals is conducted on a nation-wide scale to inform the public about the prevention of prostitution and venereal diseases: the campaign runs about two weeks and is timed to include May 24, the anniversary of the enactment of the Anti-Prostitution Law.

Article 7 (a)

82. As reported in the first report, in Japan, the right to vote and eligibility for election to political office are guaranteed equally to men and women by the Constitution and other legislation. In this second report, Japan describes Japanese women's participation in political activities.

Increase of women Diet members

83. In the Japanese Diet, the House of Representatives had seven women members in March 1987; in February 1990, the number increased by 5 to 12 members, which accounted for 2.3% of the total 512 members. The House of Councilors had 22 women members in March 1987; after the general election in July 1989, the number increased by 10 to 33, and another woman member was elected in by-elections held in June 1990, raising the number to 34, which amounted to 13.5% of the total 252 members. Thus in the Diet as a whole, women (as of June 1990) account for 6.0% of the total membership, a 2.2% point increase from 3.8% of March 1987. Furthermore, since the first report, women have been appointed to four cabinet posts.

84. In terms of voting rate, it remains higher among female voters than among male voters.

85. In local assemblies, a trend is visible in recent years that women members are on the increase; in December 1986, 1,154 women held local assembly seats; in December 1990, the number has risen to 1,633 (2.5% of the total from 1.7%).

Article 7 (b)

86. Since the first report, progress has been seen in Japan with regard to the following two points concerning the realization of equality of men and women with regard to holding of public office, as required by Article 7 (b) of the Convention.

Lifting of restrictions on women's eligibility to take examinations for the regular national civil service

87. In the previous report, it was mentioned that for one job category of civil service (mainly involving postal services work inside post offices, with irregular patterns of work such as night duty and shift work) women were not eligible to take the entrance examination; in 1988, the Women's Labour Standards Regulations were revised, and with the lifting of the restrictions on night duty by women in this job category, the regulations of the National Personnel Authority were revised in 1989 to lift restrictions concerning the said entrance examination.

88. With this change, all restrictions barring women from taking an examination for the regular national civil service have been removed.

Lifting of restrictions on women's eligibility to be a student of the National Defense Academy (Special public service personnel)

89. Based on recent trends in society where the participation of women in every field has been promoted, the Defense Agency is making efforts to enlarge service areas of female Self-Defense Force personnel and to recruit more women, taking into account the strength and capability of the Self-Defense Forces.

90. In the past, women were not allowed to take the entrance examination for the National Defense Academy; from the 1991 examinations, however, the door is open to women.

Article 8

91. One of the five basic goals of Japan's New National Plan of Action formulated in May 1987 was to contribute to international cooperation and peace, which includes an important policy objective of the promotion of participation by women in international organizations and conferences.

Promotion of women's participation in international conferences

92. As reported in the first report, the members of government delegations to international conferences have been chosen from among men and women who are best qualified in the light of the nature of the conferences and other factors.

Promotion of women's participation in international organizations

93. In 1974, the Recruitment Center for International Organizations was established within the Ministry of Foreign Affairs. The center has been actively engaged in various activities including collecting and publicizing information about vacancies in international organizations, recruiting candidates from the general public, and appealing to various international organizations to hire Japanese nationals. In recent years, in response to the growing requests for female personnel, efforts have been made for recruitment and promotion of women.

94. For young people wishing to work in future as international public officials, the government provides opportunities for on-the-job training while they serve as members of the staffs ("associate experts") of international organizations for a set period of time; each year, such associate experts are selected and dispatched for international assignments. As of January 1991, 98 associate experts were dispatched to international organizations, of these 34 were women. The high motivation toward field assignments and strong commitment to projects by these associate experts, especially of the women personnel, have been highly appreciated, and most of them are retained as regular staff after expiry of their term of office. The Ministry of

Foreign Affairs endeavors to make maximum use of this system to place outstanding and well-qualified women in international posts in order to increase the number of Japanese women working for international organizations.

Representation by women in specialized organizations and agencies of the United Nations as of January 31, 1991

Organization	Number of Japanese	Number of Japanese women
UN (Secretariat)	84	34 (40.5%)
UNCTAD	9	3 (33.3%)
UNDP	37	19 (51.4%)
UNFPA	10	6 (60.0%)
UNEP	9	4 (44.4%)
UNHCR	34	14 (41.2)
UNICEF	40	24 (60.0%)
UNIDO	41	19 (46.3%)
UNU	43	32 (74.4%)
ESCAP	39	5 (12.8%)
ILO	29	7 (24.1%)
FAO	42	6 (14.3)
WFP	12	2 (16.7)
UNESCO	36	11 (34.4%)
WHO	46	9 (19.6%)

Article 9

95. Provisions of the amended Nationality Law pertaining to naturalization are applied to both men and women equally, regardless of sex, and the administration of naturalization is also carried out without distinction between gender. (As reported in the first report, before its amendment in 1984, the Nationality Law of Japan adopted the principle of patrilineal descent in determining nationality by right of birth; since amendment, Japanese nationality can be acquired if either father or mother is Japanese and distinction according to a Japanese parent's sex in determining a child's nationality has been eliminated. As a result, a legitimate child of a man who is not a Japanese national and a woman who is a Japanese national, who would not have had Japanese nationality under the Nationality Law before its amendment, now acquires Japanese nationality by birth.)

Article 10

96. Equal treatment of the sexes in school education in Japan is guaranteed by the Constitution and other laws including the Fundamental Law of Education, and the School Education Law. Ninety-nine percent of the school age population receives compulsory education in primary and junior high schools, which is an extremely high rate of schooling judged by international standards. In 1990, the percentage of junior high school graduates who went on to high school was 95.6% in the case of girls and 93.2% in the case of boys. Thus in the late phases of secondary education in Japan, boys and girls receive the same standard of education.

97. In higher education, 37.4% of the girls graduating from high school went on to either university or junior college in 1990; this was a higher percentage compared to 35.2% of boys, as was in the previous year. Although more girls still enter junior colleges (22.2% in 1990) than four-year universities, there is a growing tendency for girls to enter four-year universities (from 12.3% in 1980 to in 1990, 15.2%).

98. On the other hand, in consideration of the Japanese historical and traditional background of the role women have played, somewhat different treatment in education has existed for girls. As reported in the first report, however, Japan had undertaken, before ratification of the Convention, efforts to review and take concrete measures for improvement, and has achieved the following:

> In Japan, basic principles for preparing standards for curricula are laid down in the School Education Law, on which the Enforcement Regulations of the School Education Law and Courses of Study (notification issued by the Ministry of Education) are drawn up. In 1989, the Courses of Study were revised, and will be put into effect in primary schools from 1992, in junior high schools from 1993, and in high schools from 1994. The new standards for curricula entail the following two changes intended to formulate identical curricula for both boys and girls.
>
> First, in the high school homemaking courses, general home economics will no longer be compulsory only for girls; instead, all students, regardless of their sexes, must choose and be enrolled in either general home economics, industrial arts, or a general living course.
>
> Second, in junior high school, formerly industrial arts were given priority for boys, whereas homemaking had greater importance for girls; it was so revised that both boys and girls will be required to choose more than seven out of 11 areas, including subjects of woodworking, electricity, homemaking, and foods which are compulsory for both boys and girls.

99. The policy of eliminating stereotyped concepts of the roles of men and women, required by Article 10 (c), remains in new curricular standards.

100. The new Courses of Study provide, for instance, that the homemaking curriculum in primary schools should enable pupils to understand the position and role of each member of the family and encourage them to consider the tasks in which they can share, cooperating with their parents and playing their part in the family. It also stipulates that throughout primary, junior high, and high school, social studies (in primary and junior high school), civics courses (in high school), special activities, moral education, etc., should help students to understand the issue of equality of the sexes and mutual understanding between men and women.

101. In Japan's social education, opportunities for various learning activities are also

provided to correct rigid sex role concepts.

102. At the National Women's Education Center, courses of Women's studies have been offered since 1980 with a view to making inter-disciplinary studies on issues relating to women and their lives and providing information which will contribute to the development of their learning in this field. In fiscal 1989, based on the results of the courses of women's studies offered over the past nine years, seven experts were invited from France, Bangladesh, Australia, the United States, Korea, and the Netherlands to hold international seminars at which women's issues were examined from a global and inter-disciplinary perspective and tasks of women's studies and the future prospects of women's studies were debated.

103. This project is carried out through joint planning with outside experts of women's studies, and thus provides opportunities for a nationwide exchange of information among people connected with women's studies in Japan.

104. The National Women's Education Center is also making efforts to monitor implementation of Women's Studies in the whole country through, for example, surveys on courses of women's studies offered by tertiary educational institutions including universities and junior colleges. According to the survey conducted in fiscal 1988, 280 courses are offered at 135 universities; the number of such courses has increased continually since the first survey in 1983.

105. In this context, the Information Center for Women's Education in the National Women's Education Center collects, processes, and makes available information from the standpoint of women to contribute to the development of women's studies in Japan. It is expected that its achievements will be put to good use in the future.

Article 11, paragraph 1 (a)-(d), (f)

106. In June 1987, the Basic Policy concerning measures for the Welfare of Women Workers were formulated, which was stipulated as the responsibility of the Minister of Labour by Article 6 of the Equal Employment Opportunity Law, enforced in 1986. The Basic Policy provides policy objectives from fiscal 1987 to 1991 to promote basic measures to improve the welfare of women workers. Based on these policy objectives, the Ministry of Labour is taking concrete measures to inform the public of the provisions of the law, to give counselling, active guidance, and assistance to the employers to facilitate utilization of women workers at Prefectural Women's and Young Workers' Offices.

107. With regard to seafarers' welfare, "basic guidelines for measures for the welfare of women seafarers" have been formulated and measures for improvement of welfare for women seafarers are being carried out at District Transport Bureaus and similar agencies.

108. Following the entry into force of the Equal Employment Opportunity Law, many companies have been observed to have improved their recruiting, hiring, training, and retirement management practices in line with the requirements of the law; the tide of the times is in favor of actively using women workers, and the spirit of the law is steadily being understood.

109. First, an increasing number of companies are hiring women. There is a sizable increase particularly in the number of companies who employ women of four-year college graduates as candidates for higher managerial positions, which was rarely seen before the Equal Employment Opportunity Law came into force.

110. Women are also entering a wider range of occupations. According to a survey

conducted by the Ministry of Labour in 1990, duties to which women are assigned are increasing and many companies have adopted policy to employ more women. Furthermore, more women are found in managerial positions: over 20% of companies are paving the way to promote women to managerial posts through various measures including job-transfer to broaden their career experience and information campaigns to male employees. An increasing number of companies are making positive efforts to make more efficient use of women; equality of treatment of men and women in vocational training is also advancing.

111. In addition, as the result of active efforts by Women's and Young Workers' Offices throughout Japan to give guidance to employers to eliminate discrimination between men and women in compulsory retirement system --one of the points on which emphasis is placed in the implementation of Equal Employment Opportunity Law--presently there are very few companies that still set different compulsory retirement ages for men and women.

112. Since fiscal 1988, a voluntary self-check campaign is being carried out to realize and maintain labour management permanently in line with the objectives of the Equal Employment Opportunity Law. The campaign involves the designation of general managers and others who are in charge of personnel and labour management policy, such as directors of personnel, as the person to be responsible for promoting equality of employment opportunity in the business establishment (hereinafter referred to as "equality promoter"); these equality promoters take a leading role in checking progress of labour management in the business establishment using a checklist prepared by the Ministry of Labour; improvements in employment practices are followed up based on these data. As of fiscal 1990, more than 40,000 had been appointed to the equality promoters and were actively promoting the campaign. Furthermore, Japan is planing to facilitate these activities by providing information to the equality promoters whenever needed.

Article 11, paragraph 1 (e)

113. There has been no change worth noting since the first report.

Article 11, paragraph 2 (a), (b), (d)

114. In Japan, following the amendment of the Labour Standards Law in 1985, protective measures are being further reinforced concerning special provisions relating to women, which provide for maternal protection during pregnancy and childbirth, etc. with a view to ensuring the sound growth of the next generation. Consequently, six weeks of pre-childbirth leave (10 weeks in the case of a multiple pregnancy) and eight weeks of post-childbirth leave are now prescribed. With the amendment of the Mariners Law in the same year, women seafarers' pre-childbirth leave was also lengthened to the period of pregnancy and post-childbirth leave was lengthened to eight weeks. The Health Insurance act and the Mariners' Insurance Law were amended accordingly to lengthen the period of paid maternity leave.

115. The Social Security system has already given adequate guarantees regarding wages during pre-childbirth and post-childbirth leave. A recent Ministry of Labour survey (the fiscal 1988 Basic Survey on Management Practices Affecting Women Workers) shows that through labour-management agreements, etc., 43% of companies pay full salary for workers on pre-childbirth and post-childbirth leave, all at the expense of the employer.

116. Paragraphs 2 and 3 of Article 11 of Japan's Equal Employment Opportunity Law prohibit employers from dismissing a woman by reason of pregnancy or of her taking pre-childbirth and post-childbirth leave. According to a survey conducted in 1987 by the Ministry of Labor, most companies stated that since they do not have a system of resignation due to marriage, pregnancy and childbirth, they saw no need to make amendments following the enforcement of the Law. With the companies who reformed related systems after enforcement

of the law, nearly all companies no longer have such systems, which indicates the great success achieved by the provision.

Article 11, paragraph 2 (c)

117. To promote the spread of systems of child-care leave, companies which establish a system of child-care leave that meets certain requirements are granted financial incentives (¥1 million to smaller businesses, ¥800,000 to large companies over a period of two years, plus ¥200,000 to smaller businesses and ¥150,000 to large companies per worker taking child-care leave if there are more than three).

118. In the case of women workers of certain job categories including nurses, employers in private-sector who take certain measures are paid special subsidies (¥8,700 per month and per woman worker on child-care leave) to facilitate use of the system of child-care leave.

119. Furthermore, Child-Care Leave Promotion Month is designated (10/1-31), and during this month intensive information and enlightenment activities are carried out by holding seminars for employers and symposia to raise awareness of the society on the balancing of child-care and professional duties. Advisors to promote child care leave system are also assigned to Prefectural Women's and Young Workers' Offices to advise people on the system. In fiscal 1990, a manual was produced to assist companies to introduce the system.

120. Presently, the Law Concerning Child-Care Leave provides child care leave systems to promote the continuity of careers of female teachers at compulsory and other schools, nursery governess and nurses at medical institutions and social welfare facilities. Since fiscal 1987 more than 90% of eligible women teachers have made use of child care leave, as do the majority of eligible nursery governess and nurses at medical and social welfare institutions.

121. In addition, in order to promote conditions which enable workers to incorporate their professional and home lives while putting their skills and experience to good use, in the context of women's participation in various professions, changes in family structure, the general shortage of labor and other trends, the government of Japan put before the Diet in March 1991 a bill concerning child-care leave, etc. for male and female private company employees with a child of less than one year old; the bill was passed by the Diet in May of the same year.

122. Under the Child Welfare Law, subsidies are extended from the national budget to cover costs for facility development of the day care facilities including the expenses of establishing, extending and, refurbishing the building, and operational costs. Similar subsidies are also provided under the Child Allowance Law for the development of day-care centers inside business establishments.

123. As the result of active improvement of day care facilities, availability has grown from 18,009 centers with capacity for 1,676,720 children in April 1975 to 22,675 centers with capacity for 1,969,451 children in April 1991, almost meeting the nationwide demand.

124. Now that women play increasingly important roles in society and that their forms of employment are changing, there are demands for new kinds of day care services. To respond to this demand, the government is providing special day care services such as infant nursing, longer-stay day care, and temporary day care. Temporary day care, started in 1990, provides service for those working irregular hours and in cases of contingencies such as injury or illness of regular care-takers at home. The government is thus developing a wider range of services, putting more emphasis on quality than quantity.

Article 12

125. There has been no change worth noting since the first report.

Article 13

126. There has been no change worth noting since the first report.

Article 14

127. Stereotyped concepts of the roles of men and women still remain in agricultural, forestry and fishing villages in Japan. Efforts to improve this situation are continuing, along with efforts to promote the improvement of living conditions in these villages.

Promotion of information campaigns and women's participation in local community activities

A. Establishing "Rural Women's Day"

128. With the objective of raising proper recognition and appraisal of the role of rural women and promoting effective use of their skills, towards development of primary industry and rural communities for the twenty-first century, the Japanese government has designated March 10 to be celebrated annually as "Rural Women's Day" and is conducting public campaigns to instill the spirit of the programme.

B. Promotion of educational and community activities for women in agricultural, forestry and fishing villages

129. To encourage self-enlightenment and educational activities and to promote women's active participation in local community activities, various measures are undertaken including assistance to form women's groups, expositions and presentations to introduce their activities and establishment of learning courses for rural women.

Providing technical and business administration guidance to the farming, fishing, and forestry industries

A. Extension services and technical and management guidance

130. Extension services and guidance on management and techniques are provided by means of visits to farms, lecture meetings and provision of technical information by the prefectural agriculture, forestry and fishery extension advisers for those engaged in farming, forestry and fisheries, including women, and for groups of such persons; this is contributing to the training of women with technical and management ability and the promotion of their participation in administration.

B. Training of the next generation of farmers

131. In prefectural agricultural colleges and other institutions, practical training courses and public lectures are offered to the next generation of farmers, including women. Prefectures are conferring the title of "agricultural guidance expert" on farmers with outstanding agricultural technology and business management skills who contribute to the training of the next generation of farmers; in recent years, the number of women among these experts has grown.

Comprehensive guidance about daily life

A. Renewal and Strengthening of extension services and guidance on living

132. Extension services and guidance about daily life has long been focused on improving the family life of farmers', fishermen's, and foresters' families such as clothing, food, housing; since much improvement has been seen in this area and gaps between living standards in urban and rural areas have been diminishing, present emphasis is being placed on solving daily problems more closely related to production and to the local community as a whole, such as improvement of agricultural labour, coordination of farm management and plan for better family living and vitalization of the regional economy and society.

B. Promotion of healthy life

133. To maintain and promote the standard of health of those who engage in farming, fishing, and forestry including women, efforts are being made to improve the health management system in region as a whole as well as to formulate guidelines for agricultural labor management toward creating a safe and agreeable environment for agricultural labor, improve operations according to the guidelines and enlightenment activities and guidance to prevent farm work accidents.

C. Promoting the use of local agricultural products

134. To promote the use of local agricultural products, the government is endeavouring to improve the agricultural processing technology and management skills of rural women's groups and is promoting communications with rural residents based on the fruits of these efforts.

D. Promotion of measures to improve daily life in rural villages

135. To improve the management basis of rural families and to contribute to the realization of vigorous rural communities, the government of Japan has introduced the system to let farmers use each other's manpower through cooperation among farming families and is conducting active public relations campaigns for exchange between urban and rural areas and good aspects of rural life in an effort to improve the estimation and image of farmers and farm life.

136. Men and women receive equal treatment in connection with social security system, rights to receive community services, eligibility to be members or officers of agricultural cooperatives, rights to use agricultural credits and loans, marketing facilities, and appropriate technology, and rights in land and agrarian reform.

137. To strengthen the national structure for promoting measures relating to women in rural villages, a new section was established in 1990 within the Ministry of Agriculture, Forestry, and Fisheries to carry out overall liaison and coordination of measures related to women in primary industries.

Article 15

138. There has been no change worth noting since the first report.

Article 16.1

139. With respect to equality of men and women in marriage and family relations, rules concerning the applications of laws were also amended in 1989 to provide full gender equality in the areas of choice of applicable law.

140. Rules concerning the application of laws stipulate what national laws should be applied to international legal relationships; the recent amendments pertain mainly to marital and parent-child relations under law. The recent modifications have the following purposes: first, while previous rules concerning the application of laws on divorce and filial relationships gave priority to the male party (father or husband)'s national law, in accordance with the spirit of the Convention equality of the sexes is to be achieved in this area; second, many other countries have recently revised their private international laws and nationality laws, consistency with those legislation will be sought; finally, because of the growing number of marriages between Japanese and non-Japanese and other incidents involving relationships following recent progress of internationalization, it was felt necessary to provide better rules on choice of applicable law concerning marital and parent-child relations and to offer better protection to children's welfare.

141. National advisory commissions has started its work on reviewing the entire range of provisions concerning marriage and divorce under civil law.

142. Other items are subject to no change worthy of note since the first report.

[Statistics Relating to Article 7]

1. Women's Participation in Elections for the House of Representatives

(in thousands)

Date of Elections	Number of Eligible Voters		Turnout Voters		Rate of Turnout Voters	
	Female	Male	Female	Male	Female	Male
					%	%
Nov. 1960	28,351	25,962	20,193	19,731	71.2	76.0
Nov. 1963	30,398	27,884	21,285	20,178	70.0	72.4
Jan. 1967	32,748	30,245	23,997	22,609	73.3	74.8
Dec. 1969	35,799	33,461	24,746	22,704	69.1	67.9
Dec. 1972	38,099	35,671	27,606	25,330	72.5	71.0
Dec. 1976	40,203	37,724	29,769	27,468	74.1	72.8
Oct. 1979	41,368	38,802	28,363	26,159	68.6	67.4
Jun. 1980	41,754	39,171	31,465	28,878	75.4	73.7
Dec. 1983	43,449	40,804	29,674	27,567	68.3	67.6
Jul. 1986	44,585	41,842	32,331	29,377	72.5	70.2
Feb. 1990	46,555	43,768	34,734	31,482	74.6	71.9

Source: Ministry of Home Affairs

2. Women's Participation in Elections for the House of Councillors

(in thousands)

Date of Elections	Number of Eligible Voters		Number of Turnout Voters		Rate of Turnout Voters	
	Female	Male	Female	Male	Female	Male
					%	%
Jul. 1965	31,044	28,500	20,529	19,371	66.1	68.0
Jul. 1968	34,177	31,710	23,573	21,845	69.0	68.9
Jun. 1971	36,766	34,412	21,811	20,349	59.3	59.1
Jul. 1974	38,905	36,451	28,646	26,512	73.6	72.7
Jul. 1977	40,410	37,911	27,987	25,648	69.3	67.7
Jun. 1980	41,754	39,171	31,441	28,858	75.3	73.7
Jun. 1983	43,162	40,520	24,647	23,050	57.1	56.9
Jul. 1986	44,585	41,842	32,296	29,347	72.4	70.1
Jul. 1989	46,334	43,557	30,405	28,029	65.6	64.4

Source: Ministry of Home Affairs

3. Number of Women Diet Members

	Diet Members			Members of the House of Representatives			Members of the House of Councillors		
	Female	Total	Percentage of Female	Female	Total	Percentage of Female	Female	Total	Percentage of Female
Jan. 1970	21	733	2.9%	8	486	1.7%	13	247	5.6%
Oct. 1975	25	726	3.4	7	475	1.5	18	251	7.2
Jul. 1980	26	762	3.4	9	511	1.8	17	251	6.8
Dec. 1983	26	759	3.4	8	511	1.6	18	248	7.3
Sep. 1984	27	757	3.6	8	508	1.6	19	249	7.6
Jul. 1986	29	763	3.8	7	512	1.4	22	251	8.8
Mar. 1987	29	760	3.8	7	509	1.4	22	251	8.8
Mar. 1988	29	757	3.8	7	506	1.4	22	251	8.8
Feb. 1989	29	752	3.9	7	500	1.4	22	252	8.7
Jul. 1989	40	749	5.3	7	497	1.4	33	252	13.1
Feb. 1990	45	763	5.9	12	512	2.3	33	251	13.1
Jun. 1990	46	763	6.0	12	512	2.3	34	252	13.5

Source: Secretariats of the House of Representatives and the House of Councillors

4. Rate of Turnout Voters in the Nation-wide Local Elctions

(%)

Year	1975		1979		1983		1987		1991	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Governors	73.1	70.7	65.2	62.9	64.9	61.4	61.6	57.9	56.4	52.4
Members of the Prefectural Assemblies	75.0	72.8	70.5	67.9	69.9	66.9	68.4	64.9	62.4	58.5
Mayors of the Designated Cities	71.5	67.5	70.8	66.3	73.8	68.0	69.4	64.3	67.3	64.0
Members of the Designated City Assemblies	66.5	62.3	60.0	55.5	62.6	57.3	61.0	55.5	54.6	49.0
Mayors	78.5	75.1	77.3	73.3	74.4	70.2	72.4	68.0	69.2	63.7
Members of the Municipal Assemblies	79.5	75.5	78.3	73.8	77.6	72.7	72.6	67.9	68.1	62.5
Heads of the Wards	58.1	52.6	58.3	52.3	56.9	50.4	53.8	47.6	52.7	45.7
Members of the Ward Assemblies	58.2	52.8	59.1	53.1	57.7	51.1	54.1	47.8	52.5	45.4
Heads of the Towns/Villages	92.2	90.2	90.9	88.8	93.1	90.5	91.0	88.3	88.2	84.4
Members of the Town/ village Assemblies	93.7	91.6	93.6	91.2	93.5	90.8	91.7	88.7	89.0	85.2

Source: Ministry of Home Affairs

5. Number of Women Members of the Local Assemblies

Year	Prefectural Assemblies			Municipal Assemblies			Town/Village Assemblies			Ward Assemblies			Total		
	Total	Female	Percentage of Female	Total	Female	Percentage of Female	Total	Female	Percentage of Female	Total	Female	Percentage of Female	Total	Female	Percentage Female
1985	2,857	38	1.3%	19,729	601	3.0%	45,293	390	0.9%	1,032	73	7.1%	68,911	1,102	1.6%
1986	2,811	39	1.4	19,559	632	3.2	44,827	404	0.9	1,029	79	7.7	68,266	1,154	1.7
1987	2,895	64	2.2	19,431	768	4.0	43,923	522	1.2	1,050	93	8.9	67,299	1,447	2.2
1988	2,874	67	2.3	19,358	784	4.1	43,486	536	1.2	1,041	93	8.9	66,759	1,480	2.2
1989	2,844	75	2.6	19,241	817	4.2	43,113	579	1.3	1,028	91	8.9	66,226	1,562	2.4
1990	2,798	72	2.6	19,070	862	4.5	42,728	608	1.4	1,020	91	8.9	65,616	1,633	2.5

Source: Ministry of Home Affairs

6. Female Ministers

	Period
Minister of Health and Welfare	Jul. 19, 1960 - Dec. 8, 1960
Director-General of the Science and Technology Agency (Minister of State)	Jul. 18, 1962 - Jul. 18, 1963
Director-General of the Environment Agency (Minister of State)	Nov. 1, 1984 - Dec. 28, 1985
Director-General of the Economic Planning Agency (Minister of State)	Aug. 1, 1989 - Feb. 28, 1990
Director-General of the Environment Agency (Minister of State)	Aug. 10, 1989 - Aug. 25, 1989
Chief Cabinet Secretary (Minister of State)	Aug. 25, 1989 - Feb. 28, 1990
Director-General of the Science and Technology Agency (Minister of State)	Dec. 29, 1990 -

Source: Prime Minister's Office

7. Female Parliamentary Vice-Ministers (since 1985)

	Period
Parliamentary Vice-Minister for:	
Foreign Affairs	Nov. 2, 1984 - Dec. 28, 1985
Environment	Jul. 22, 1988 - Dec. 28, 1988
Okinawa Development	Dec. 28, 1988 - Jun. 3, 1989
	Jun. 3, 1989 - Aug. 10, 1989
Labour	Aug. 10, 1989 - Dec. 28, 1990
Environment	Dec. 29, 1990 -

Source: Prime Minister's Office

8. Women's Participation in Senior Posts in the National Public Service

(Director Level and Higher)

Year	Number of the National Public Employees			Director-General Level			Director Level		
	Total	Female	Percentage of Female	Total	Female	Percentage of Female	Total	Female	Percentage of Female
			%			%			%
1975	246,848	34,518	14.0	1,271	1	0.1	5,667	19	0.3
1980	248,659	34,828	14.0	1,559	3	0.2	6,459	39	0.6
1985	245,386	34,574	14.1	1,623	2	0.1	6,815	47	0.7
1989	240,951	34,554	14.3	1,657	7	0.4	7,168	52	0.7

Source: National Personnel Authority

(Note) "National Public Employees" in this table refer to the categories of Administrative Service (I) and Designated Service (including newly established Professional Administrative Service Since 1986).

9. Number of Local Public Employees
(General Administrative Service)

Year	Total	Female	Percentage of female
1985	1,050,254	319,340	30.4
1986	1,048,440	318,804	30.4
1987	1,050,660	318,775	30.3
1988	1,052,719	318,926	30.3
1989	1,058,571	321,134	30.3

Source: Ministry of Home Affairs

10. (1) Women's Participation in Advisory Councils

Year	Number of the Advisory Councils (1)	Number of the Advisory Councils including Female Members (2)	(2)/(1)	Number of Advisory Council Members	Number of Female Members	Percentage of Female
			%			%
1985	206	114	55.3	4,664	255	5.5
1986	206	116	56.3	4,709	273	5.8
1987	204	121	59.3	4,662	295	6.3
1988	203	123	60.6	4,509	297	6.6
1989	203	121	59.6	4,511	304	6.7
1990	204	141	69.1	4,559	359	7.9
1991 (November)	203	154	75.9	4,434	398	9.0

Source: Prime Minister's Office

10. (2) Number of the Civil Liberties Commissioners

Year	Total	Female	Percentage of female
			%
1986	11,500	1,631	14.2
1987	11,500	1,661	14.4
1988	12,024	1,754	14.6
1989	12,548	1,981	15.8
1990	13,072	2,339	17.9

Source: Ministry of Justice

11. Number of Judges

year	Total			Judges			Assistant Judges		
	Total	Female	Percentage of Female	Total	Female	Percentatge of Female	Total	Female	Percentage of Female
			%			%			%
1985	2,792	93	3.3	2,183	49	2.2	609	44	7.2
1986	2,800	99	3.5	2,191	53	2.4	609	46	7.6
1987	2,808	110	3.9	2,199	56	2.5	609	54	8.9
1988	2,813	115	4.1	2,204	58	2.6	609	57	9.4
1989	2,795	12[illegible]	4.5	2,186	65	3.0	609	61	10.0
1990	2,823	141	5.0	2,214	68	3.1	609	73	12.0

Source: Supreme Court

12. Number of Prosecutors

Year	Total			Prosecutors			Assistant Prosecutors		
	Total	Female	Percentage of Female	Total	Female	Percentatge of Female	Total	Female	Percentage of Female
			%			%			%
1985	2,104	27	1.3	1,230	26	2.1	874	1	0.1
1986	2,100	24	1.1	1,227	24	2.0	883	0	0.0
1987	2,093	26	1.2	1,205	25	2.1	888	1	0.1
1988	2,118	32	1.5	1,213	30	2.5	905	2	0.2
1989	2,092	37	1.8	1,200	35	2.9	892	2	0.2
1990	2,059	44	2.1	1,187	42	3.5	872	2	0.2

Source: Ministry of Justice

13. Women's Participation in the Political Parties

	Year	Members			Members of the Governing Body		
		Total	Female	Percentage of Female (%)	Total	Female	Percentage of Female (%)
Leberal Democratic Party	1985	1,902,814	593,547	31.2	349	5	1.4
	1987	2,516,734	839,530	33.4	447	9	2.0
	1991	2,199,251	790,309	35.9	395	6	1.5
Japan Socialist Party	1985	65,000	4,500	6.9	47	3	6.4
	1987	85,000	8,900	10.5	47	6	12.8
	1991	135,000*	21,000*	15.5	32	4	12.5
Komeito	1985	179,000	70,000	39.1	41	2	4.9
	1987	193,000	80,000	41.5	44	2	4.5
	1991	213,000	93,500	43.9	59	2	3.4
Democratic Socialist Party	1985	78,801	4,356	5.5	52	0	0
	1987	88,974	5,654	6.6	56	0	0
	1991	105,423	6,582	6.2	50	2	4.0
Japan Communist Party	1985	480,000	180,000	37.5	207	27	13.0
	1987	480,000	180,000	37.5	206	30	14.6
	1991	490,000*	188,000*	38.3	206	39	18.9

Source: Secretariat of each Party

Note: * = round figure

[Statistics Relating to Article 10]

14. Number of Schools and Enrollment (1990)

Type of Schools	Number of Schools	Enrollment		
		Total	Female	Male
Kindergartens	15,076	2,007,964 (100.0%)	987,014 (49.2%)	1,020,950 (50.8%)
Elementary Schools	24,827	9,373,295 (100.0)	4,575,098 (48.8)	4,798,197 (51.2)
Lower Secondary Schools	11,275	5,369,162 (100.0)	2,621,420 (48.8)	2,747,742 (51.2)
Upper Secondary Schools	5,506	5,623,336 (100.0)	2,793,739 (49.7)	2,829,597 (50.3)
Schools for the Blind	70	5,599 (100.0)	2,045 (36.5)	3,554 (63.5)
Schools for the Deaf	108	8,169 (100.0)	3,614 (44.2)	4,555 (55.8)
Schools for the Otherwise Handicapped	769	79,729 (100.0)	29,341 (36.8)	50,388 (63.2)
Colleges of Technology	62	52,930 (100.0)	4,677 (8.8)	48,253 (91.2)
Junior Colleges	593	479,389 (100.0)	438,443 (91.5)	40,946 (8.5)
Universities	507	2,133,362 (100.0)	584,155 (27.4)	1,549,207 (72.6)
Graduate Schools	313	90,238 (100.0)	14,566 (16.1)	75,672 (83.9)
Special Training Schools	3,300	791,431 (100.0)	410,543 (51.9)	380,888 (48.1)
Miscellaneous Schools	3,436	425,341 (100.0)	208,342 (49.0)	216,999 (51.0)

Source: Ministry of Education

15. Rate of Entrance into Upper Secondary Schools, Universities and Junior Colleges (Since 1985)

(%)

Year	Upper Secondary Schools (1)			Universities (2)			Junior Colleges (3)		
	Total	Female	Male	Total	Female	Male	Total	Female	Male
1985	93.8	94.9	92.8	26.5	13.7	38.6	11.1	20.8	2.0
1986	93.8	94.9	92.8	23.6	12.5	34.2	11.1	21.0	1.8
1987	93.9	95.0	92.8	24.7	13.6	35.3	11.4	21.5	1.8
1988	94.1	95.3	92.9	25.1	14.4	35.3	11.6	21.8	1.8
1989	94.1	95.3	93.0	24.7	14.7	34.1	11.7	22.1	1.7
1990	94.4	95.6	93.2	24.6	15.2	33.4	11.7	22.2	1.7

Source: Ministry of Education

(Notes)

(1) The percentage represents the proportion of lower secondary school graduates in March of each year who entered upper secondary schools (including short courses) and colleges of technology in April of the same year.
(2) The persentage was calculated by dividing each year's number of entrants to universities (degree-granting courses only) by the number of lower secondary school graduates three years earlier.
(3) The percentage was calculated by dividing each year's number of entrants to junior college (regular courses only) by the number of lower secondary school graduates three years earlier.

16. Enrollment in Universities and Junior Colleges (1990)

	Total	Universities	Junior colleges
Total	727,535 (100.0%)	492,340 (67.7%)	235,195 (32.3%)
Female	366,120 (100.0)	148,646 (40.6)	217,474 (59.4)
Male	361,415 (100.0)	343,694 (95.1)	17,721 (4.9)

Source: Ministry of Education

17. Distribution of University Students by Fields of Studies

(%)

Year	1975		1980		1985		1990	
	Female	Male	Female	Male	Female	Male	Female	Male
Total	100.0	100.0	100.0	100.0	100.0	100.0	100.0	100.0
Humane Studies	36.2	6.7	35.9	7.4	35.4	7.6	36.0	7.2
Social Science	15.0	49.0	14.7	47.9	15.1	46.1	20.7	46.9
Physical Science	2.0	3.3	2.2	3.4	2.6	3.7	2.2	3.8
Engineering	0.8	25.5	1.3	24.6	2.3	25.3	2.7	26.2
Agriculture	1.5	4.1	1.8	3.9	2.1	3.9	2.5	3.7
Health	8.4	4.8	8.9	5.7	9.5	5.9	8.0	5.0
Merchant Marine	-	0.1	0.0	0.1	0.0	0.1	0.0	0.1
Home Economics	8.1	0.0	8.1	0.0	7.7	0.0	6.5	0.0
Education	19.6	3.8	18.1	4.6	16.9	4.9	13.8	4.5
Arts	6.4	1.3	7.1	1.2	6.9	1.2	5.7	1.1
Others	2.0	1.2	1.7	1.1	1.5	1.2	1.9	1.5

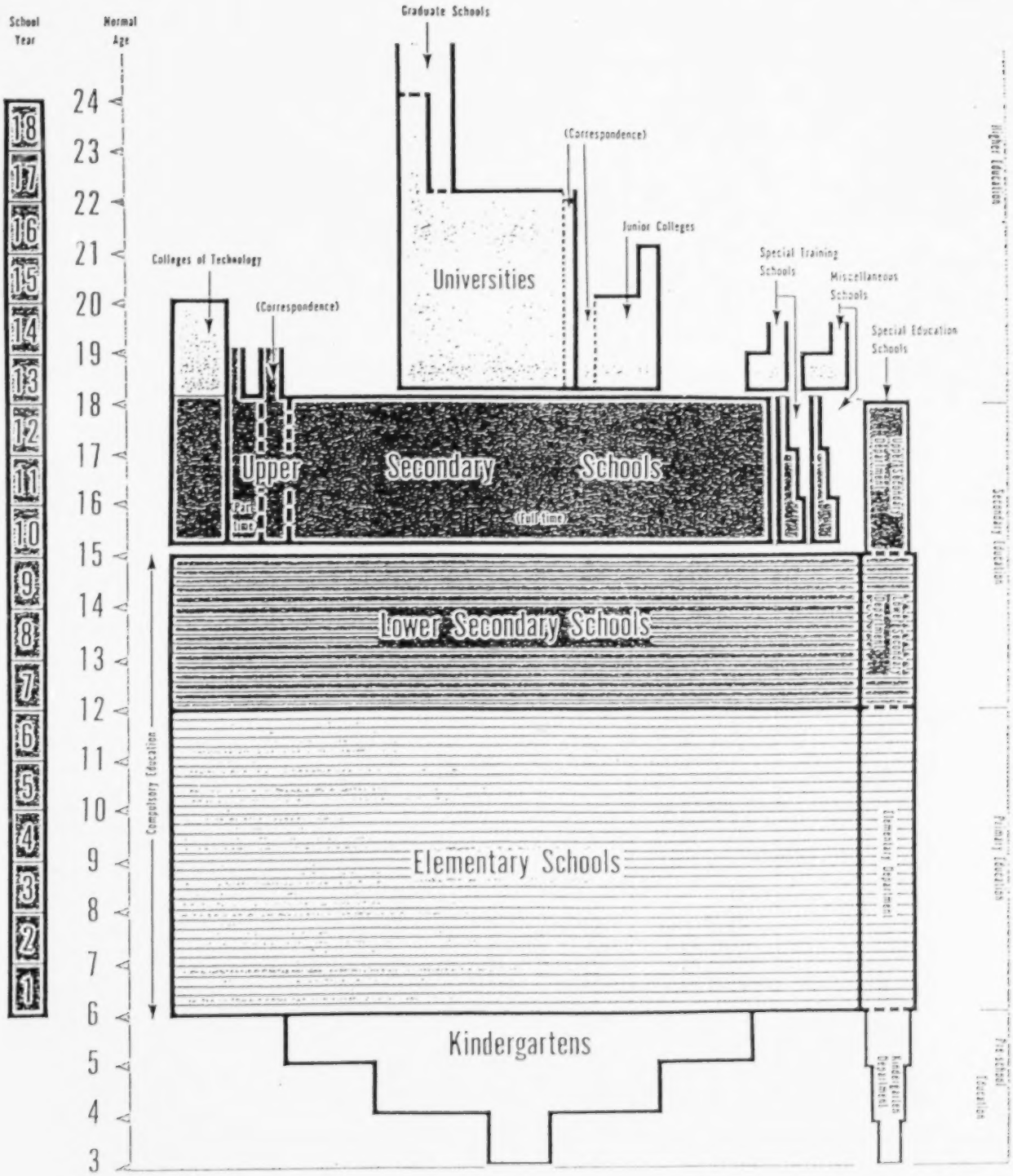
Source: Ministry of Education

18. Women in Teaching Profession

	Year	1975		1980		1985		1990	
		Total	Female	Total	Female	Total	Female	Total	Female
Elementary Schools	Principals	22,638	334 (1.5%)	23,413	476 (2.0%)	23,748	554 (2.3%)	23,689	968 (4.1%)
	Head Teachers	22,453	690 (3.1)	24,147	806 (3.3)	24,449	1,040 (4.3)	24,202	2,821 (11.7)
	Teaching Staff	415,071	227,258 (54.8)	467,953	264,932 (56.6)	461,256	258,212 (56.0)	444,218	259,188 (58.3)
Lower Secondary Schools	Principals	9,360	17 (0.2)	9,661	19 (0.2)	10,096	27 (0.3)	10,285	75 (0.7)
	Head Teachers	10,249	48 (0.5)	10,644	55 (0.5)	11,255	155 (1.4)	11,381	303 (2.7)
	Teaching Staff	234,844	69,043 (29.4)	251,279	80.468 (32.0)	285,123	96,714 (33.9)	286,065	104,007 (36.4)
Upper Secondary Schools	Principals	4,376	139 (3.2)	4,793	125 (2.6)	5,073	120 (2.4)	5,181	126 (2.4)
	Head Teachers	6,128	66 (1.1)	6,614	73 (1.1)	7,011	85 (1.2)	7,265	118 (1.6)
	Teaching Staff	222,915	37,965 (17.0)	243,592	43,591 (17.9)	266,809	49,985 (18.7)	286,006	58,665 (20.5)
Colleges of Technology	Principals	64	- (-)	60	- (-)	61	- (-)	61	- (-)
	Professors	945	2 (0.2)	1,182	5 (0.4)	1,279	4 (0.3)	1,456	5 (0.3)
	Associate Professors	1,357	5 (0.4)	1,415	2 (0.1)	1,485	4 (0.3)	1,426	8 (0.6)
	Teaching Staff	3,691	37 (1.0)	3,721	29 (0.8)	3,770	32 (0.8)	4,003	58 (1.4)
Junior Colleges	Presidents	359	62 (17.3)	351	52 (14.8)	370	53 (14.3)	404	51 (12.6)
	Vice-Presidents	83	12 (14.5)	81	8 (9.9)	89	12 (13.5)	116	10 (8.6)
	Professors	5,434	967 (17.8)	5,683	1,209 (21.3)	6,323	1,525 (24.1)	7,652	1,930 (25.2)
	Associate Professors	3,539	1,329 (37.6)	4,152	1,633 (39.3)	4,882	1,906 (39.0)	5,666	2,148 (37.9)
	Teaching Staff	15,557	5,812 (37.4)	16,372	6,320 (38.6)	17,760	6,895 (38.8)	20,489	7,818 (38.2)
Universities	Presidents	410	19 (4.6)	433	20 (4.6)	446	18 (4.0)	497	20 (4.0)
	Vice-Presidents	63	3 (4.8)	116	2 (1.7)	133	2 (1.5)	158	2 (1.3)
	Professors	28,540	871 (3.1)	33,431	1,217 (3.6)	37,503	1,615 (4.3)	44,037	2,208 (5.0)
	Associate Professors	20,210	1,232 (6.1)	23,645	1,537 (6.5)	26,148	1,846 (7.1)	28,738	2,311 (8.0)
	Teaching Staff	89,648	7,535 (8.4)	102,989	8,630 (8.4)	112,249	9,582 (8.5)	123,838	11,399 (9.2)

Source: Ministry of Education

ORGANIZATION OF THE PRESENT SCHOOL SYSTEM



19. Number of Facilities for Social Education

Fiscal Year	Citizens' Public Halls	Facilities Similar to Citizens' Public Halls	Libraries	Museums	Centers for Children and Youths	Facilities for Women's Education	Facilities for Physical Education and Sports
1975	15,752	65	1,066	409	601	90	-
1978	16,452	82	1,200	493	696	89	13,662
1981	17,222	163	1,437	578	940	127	19,391
1984	17,520	282	1,642	676	1,031	100	24,605
1987	17,440	566	1,801	737	1,053	199	34,409

Source: Ministry of Education

20. Number of Courses of the Social Education by Subjects (Fiscal 1986)

	Total	For Children and Youths	For Adults in General	For Women	For the Aged
Total	73,453	10,851	32,008	19,263	7,738
Cultural Studies	29,700	4,214	11,591	7,981	4,958
Physical Exercise, Recreation	12,447	3,968	4,248	2,247	921
Parent Education, Family Life Education	18,585	453	11,287	5,750	298
Vocational Knowledge and Skills	2,119	277	1,037	561	171
Citizens' Conciousness, Community Life	5,831	967	2,298	1,479	795
Others	4,771	972	1,547	1,245	595

Source: Ministry of Education

21. Number of Institutions and Courses offering Courses on Women's Studies and Related Subjects by Type of Institution.

(FY 1990)

Type of institution	Institution /Course	Total number of universities and junior colleges in Japan	Number of intitutions offering course			Number of Couses offering Course		
			Women's	Coeducational	Total	Women's	Coeducational	Total
National	University	96	2	25	27 (28.1%)	8	46	54
	Junior College	41	0	1	1 (2.4%)	0	1	1
Local Public	University	39	5	5	10 (25.6%)	8	5	13
	Junior College	54	4	6	10 (18.5%)	14	6	20
Private	University	372	42	44	86 (23.1%)	89	78	167
	Junior College	498	102	15	117 (23.5%)	179	29	208
University of the Air		1	0	0	0	0	0	0
Total		1,101	155	96	251 (22.8%)	298	165	463

( ) Shows the number of universtities and junior colleges offering courses related to women's studies versus the total number of universities and jonior colleges in Japan.

22. Number of Facilities for Women's Education by Type of Organizers (Fiscal Year 1987)

Total	Prefectures	Cities and Wards	Towns	Villages	Co-operatives	Foundations
199	11	51	10	1	-	126

Source: Ministry of Education

23. Labour Force Population, Employed Population, etc.

	Year	Population of Working Age (in thousands)	Labour Force Population (in thousands) Total	Employed Population	Total Unemployed Population	Non-Labour Force Poulation (in thousands)	Rate of Labour Force Participation (%)	Distribution of Labour Force Participation by Sex (%)	Rate of Unemployment (%)
	1975	84,430	53,230	52,230	1,000	30,950	63.0	100.0	1.9
	1980	89,320	56,500	55,360	1,140	32,490	63.3	100.0	2.0
Total	1985	94,650	59,630	58,070	1,560	34,500	63.0	100.0	2.6
	1990	100,890	63,840	62,490	1,340	36,570	63.3	100.0	2.1
	1975	43,440	19,870	19,530	340	23,420	45.7	37.3	1.7
	1980	45,910	21,850	21,420	430	23,910	47.6	38.7	2.0
Female	1985	48,630	23,670	23,040	630	24,720	48.7	39.7	2.7
	1990	51,780	25,930	25,360	570	25,620	50.1	40.6	2.2
	1975	40,990	33,360	32,700	660	7,540	81.4	62.7	2.0
	1980	43,410	34,650	33,940	710	8,590	79.8	61.3	2.0
Male	1985	46,020	35,960	35,030	930	9,780	78.1	60.3	2.6
	1990	49,110	37,910	37,130	770	10,950	77.2	59.4	2.0

Source: Management and Coordination Agency

24. Rate of labour Force Participation by Age Groups (1990)

Age Group	Female	Male
Total	50.1%	77.2%
15-19	17.8%	18.3%
20-24	75.1%	71.7%
25-29	61.4%	96.1%
30-34	51.7%	97.5%
35-39	62.6%	97.8%
40-44	69.6%	97.6%
45-49	71.7%	97.3%
50-54	65.5%	96.3%
55-59	53.9%	92.1%
60-64	39.5%	72.9%
65 and over	16.2%	36.5%

Source: Management and Coordination Agency

25. Distribution of Employed Population by Industrial Classification

		Year	Total	Primary Industries	Second Industries	Tertiary Industries
Employed Population (in thousands)	Total	1975	52,230	6,610	18,410	27,100
		1980	55,360	5,770	19,260	30.200
		1985	58,070	5,090	19,920	32,830
		1990	62,490	4,510	20,990	36,690
	Female	1975	19,530	3,310	5,350	10,850
		1980	21,420	2,830	6,050	12,500
		1985	23,040	2,440	6,510	14,000
		1990	25,360	2,150	6,920	16,180
Percentage	Total	1975	100.0%	12.7%	35.2%	51.9%
		1980	100.0%	10.4%	34.8%	54.6%
		1985	100.0%	8.8%	34.3%	56.5%
		1990	100.0%	7.2%	33.6%	58.7%
	Female	1975	100.0%	16.9%	27.4%	55.6%
		1980	100.0%	13.2%	28.2%	58.4%
		1985	100.0%	10.8%	28.3%	60.8%
		1990	100.0%	8.5%	27.3%	63.8%

Source: Management and Coordination Agency

(Note) Primary Industries: Agriculture, Forestry, Fishery
Second Industries: Mining, Construction, Manufacturing
Tertiary Industries: Others

26. Number of Female Employees by Type of Industries

Year	1975		1980		1985		1990	
	(in thousands)	(%)	(in thousands)	(%)	(in thousands)	(%)	(in thousands)	(%)
Total	11,670	100.0	13,540	100.0	15,480	100.0	18,340	100.0
Agriculture and Forestry	80	0.7	90	0.7	90	0.6	110	0.6
Fishery	10	0.1	20	0.1	30	0.2	20	0.1
Mining	10	0.1	10	0.1	10	0.1	10	0.1
Construction	490	4.2	580	4.3	570	3.7	720	3.9
Manufacturing	3,610	30.9	3,860	28.5	4,350	28.1	4,710	25.7
Electricity; Gas and Water	40	0.3	40	0.3	40	0.3	40	0.2
Transport and Communication	380	3.3	390	2.9	410	2.6	510	2.8
Wholesale and Retail Trade	2,900	24.9	3,510	25.9	4,080	26.4	4,930	26.9
Finance, Insurance and Real Estate	710	6.1	820	6.1	900	5.8	1,210	6.6
Services	3,120	26.7	3,880	28.7	4,640	30.0	5,670	30.9
Public Services	310	2.7	330	2.4	350	2.3	360	2.0

Source: Management and Coordination Agency

27. Number of Professional and Technical Workers, and Administrative and Managerial Workers

Year	Number of Employees			Professional and Technical Workers			Administrative and Managerial Workers		
	Total	Female	Percentage of Female	Total	Female	Percentage of Female	Total	Female	Percentage of Female
	(in thousands)		(%)	(in thousands)		(%)	(in thousands)		(%)
1975	36,460	11,670	32.0	3,040	1,350	44.4	2,050	110	5.4
1980	39,710	13,540	34.1	3,640	1,760	48.4	2,170	110	5.1
1985	43,130	15,480	35.9	4,510	2,110	46.8	2,070	140	6.8
1990	48,350	18,340	37.9	5,940	2,530	42.6	2,340	180	7.7

Source: Management and Coordination Agency

(Note) Professional and Technical Workers: Workers engaged in technical jobs which require advanced and specialized scientific knowledge and in professional jobs such as medical service, justice, education, religion, arts and others.

28. Number of Short-time Employees
(Excluding those engaged in Agriculture and Forestry)

Year	Total			Female		
	Employees	Short-time Employees	Percentage of Short-time Employees	Employees	Short-time Employees	Percentage of Short-time Employees
	(in thousands)		(%)	(in thousands)		(%)
1975	35,560	3,530	9.9	11,370	1,980	17.4
1980	38,860	3,900	10.0	13,230	2,560	19.3
1985	42,310	4,710	11.1	15,160	3,330	22.0
1990	47,480	7,220	15.2	17,950	5,010	27.9

Source: Management and Coordination Agency

(Note) "Short-time Employees" refer to those whose weekly working hours are less than 35 hours (including seasonal or irregular employees).

29. Distribution of Female Employees by Marital Status (Excluding those engaged in Agriculture and Forestry)

	Year	Total	Unmarried	Married	Widows or Divorcees
Number of Female Employees (in thousands)	1975	11,590	4,400	5,950	1,250
	1980	13,450	4,370	7,720	1,350
	1985	15,390	4,820	9,110	1,470
	1990	18,230	5,960	10,610	1,650
Percentage (%)	1975	100.0	38.0	51.3	10.8
	1980	100.0	32.5	57.4	10.0
	1985	100.0	31.3	59.2	9.6
	1990	100.0	32.7	58.2	9.1

Source: Management and Coordination Agency

30. Number of Women Members of Trade Unions

Year	Female	Total	Percentage of Female
	(in thousands)		%
1975	3,446	12,473	27.6
1980	3,378	12,241	27.6
1985	3,394	12,319	27.5
1990	3,393	12,193	27.8

Source: Ministry of Labour

31. Starting Salaries for New Graduates

Year	Graduates of the Lower Secondary Schools			Graduates of the Upper Secondary Schools			Gragudates of the Colleges of Technology and of the Junior Colleges			Graduates of the Universities (Fields of Office Work)		
	Female (1)	Male (2)	Differentials (1)/(2)	Female (3)	Male (4)	Differentials (3)/(4)	Female (5)	Male (6)	Differentials (5)/(6)	Female (7)	Male (8)	Differentials (7)/(8)
	(thousand yen)			(thousand yen)			(thousand yen)			(thousand yen)		
1985	91.7	96.2	95.3	106.2	112.2	94.7	117.0	123.6	94.7	133.5	138.9	96.1
1986	93.7	99.7	94.0	108.5	115.4	94.0	120.5	126.5	95.3	138.4	143.2	96.6
1987	97.1	103.0	94.3	110.1	118.1	93.2	122.7	128.3	95.6	142.1	147.3	96.5
1988	98.9	104.9	94.3	113.8	120.3	94.6	125.8	132.3	95.1	148.6	152.4	97.5
1989	101.4	112.1	90.5	118.3	125.6	94.2	131.7	138.4	95.2	155.1	160.2	96.8
1990	107.1	117.0	91.5	126.0	133.0	94.7	138.1	145.4	95.0	162.0	168.8	96.0

Source: Ministry of Labour

32. Differentials between Sexes of the Scheduled Cash Earnings of the Standard Employees (Granduates of Upper Secondary Schools) by Age Groups

Age	Length of Service (years)	Ratios of Women's Scheduled Cash Earnings to Men's				
		1985	1986	1987	1988	1989
18 - 19	0	92.7	92.3	91.8	92.5	92.6
20 - 24	3 - 4	90.6	90.1	90.2	90.8	89.8
25 - 29	5 - 9	85.4	85.4	86.5	85.6	85.5
30 - 34	10 - 14	80.1	79.6	81.0	80.9	80.8
35 - 39	15 - 19	74.9	75.7	77.4	77.5	76.0
40 - 44	20 - 24	71.0	68.5	74.4	74.6	71.9
45 - 49	25 - 29	70.7	69.4	71.0	69.3	71.9
50 - 54	30 and over	69.6	70.0	68.8	72.0	67.9

Source: Ministry of Labour

(Note)

Standard Employees: Employees who find a job at an establishment immediately after graduating from schools and continue to work for the same establishment

33. Number and Capacity of Child-care Failiities

Year	Number of Child-care Facilities	Total Capacity
1975	18,009	1,676,720
1980	21,960	2,128,190
1985	22,899	2,080,451
1990	22,705	1,979,124

Source: Ministry of Health and Welfare

34. Rate of Establishments* Adopting the Child-care Leave System

(%)

Year		1981	1985	1988
Total		14.3	14.6	19.2 (23.5)***
Type of Industries**	Manufacturing	5.2	4.4	9.5
	Wholesale and Retail Trade	4.6	7.6	10.2
	Finance and Insurance	3.4	4.4	16.2
	Transport and Communication	12.1	11.2	16.3
	Services (Including Education)	42.9	40.0	42.1
Size of Establishments	30-99 employees	14.3	14.7	19.4
	100-499	13.8	13.9	18.0
	500 and more	19.9	20.1	25.3

Source: Ministry of Labour

(Notes) * "Establishments" indicated in this table include those of both public and private sectors.

** "Type of Industries" refer only to some key industries, while "Total" includes other types of industries not mentioned in the former.

*** The figure in the parenthesis (23.5) indicates the percentage of the female employees, to whom the Child-care Leave System is applicable.

[Statistics Relating to Article 12]

35. Life Expectancy

Year	Female (Years)	Male (Years)
1975	76.89	71.73
1980	78.76	73.35
1985	80.48	74.78
1990	81.81	75.86

Source: Ministry of Health and Welfare

36. Mortality

Year	Number of Deaths	Rate per 1,000 Population	
		Female	Male
1975	702,275	5.7	6.9
1980	722,801	5.6	6.8
1985	752,283	5.6	6.9
1990	820,305	6.0	7.4

Source: Ministry of Health and Welfare

37. Birth Rate

Year	Number of Birth (in thousands)	Rate per 1,000 Population
1975	1,901	17.1
1980	1,577	13.6
1985	1,432	11.9
1990	1,222	10.0

Source: Ministry of Health and Welfare

38. Total Fertility

Year	Total Fertility
1975	1.91
1980	1.75
1985	1.76
1989	1.57

Source: Ministry of Health and Welfare

39. Infant Mortality

Year	Rate per 1,000 Live Births
1975	10.0
1980	7.5
1985	5.5
1990	4.5

Source: Ministry of Health and Welfare

40. Maternal Mortality

Year	Rate per 100,000 Live Births
1975	28.7
1980	20.5
1985	15.8
1989	10.8

Source: Ministry of Health and welfare

41. Medical Check-up for Expectant and Nursing Mothers

Year	Total Number of Women Taking Medical Check-ups
1975	267,149
1980	312,466
1985	252,914
1990	160,610

Source: Ministry of Health and Welfare

42. Health Guidance for Expectant and Nursing Mothers

Year	Expectant Mothers		Nursing Mothers	
	Number of Women who First Visited Regional Health Centers to receive Guidance	Accumulate Number of Women who Visited Regional Health Centers to receive Guidance	Number of Women who Visited Regional Health Centers to receive Guidance	Accumulate Number of Women who Visited Regional Health Centers to receive Guidance
1975	717,370	1,171,063	319,050	379,296
1980	565,171	811,123	327,860	389,666
1985	549,629	752,999	363,257	431,380
1990	497,834	638,262	357,130	422,065

Source: Ministry of Health and Welfare

[Statistics Relating to Artricle 14

43. Number of Farming Households and Population Engaged in Agriculture

Year	Number of Farming Hhouseholds (in thousands)			Population engaged in Agriculture (in thousands)		
	Total	Full-time Farming Households	Part-time Farming Households	Total	Female	Male
1975	4,953(100.0%)	616(12.4)	4,337(87.6)	7,907(100.0%)	4,932(62.4)	2,975(37.6)
1980	4,661(100.0%)	623(13.4)	4,038(86.6)	6,973(100.0%)	4,230(61.7)	2,674(38.3)
1985	4,376(100.0%)	626(14.3)	3,750(85.7)	6,363(100.0%)	3,885(61.0)	2,478(39.0)
1990	3,835(100.0%)	592(15.4)	3,243(84.6)	5,653(100.0%)	3,404(60.2)	2,249(39.8)

Source: Ministry of Agriculture, Forestry and Fisheries

44. Distribution of population Engated in Agriculture and Forestry by Employment Status (1990)

	Total	Own Account Workers	Upaid Family Workers	Employees
Feamale (in thousands)	2,040 (100.0%)	370 (18.1)	1,570 (77.0)	110 (5.4)
Male (in thousands)	2,060 (100.0%)	1,590 (77.2)	300 (14.6)	180 (8.7)

Souce: Management and Coordination Agency

45. Women's Participation in Cooperatives

Year	Members (in thousands)			Members of Governing Body		
	Total	Female	Female Percentage	Total	Female	Female Percentage
			%			%
1980	5,635	497	8.8	81,059	29	0.04
1983	5,564	548	9.8	78,836	32	0.04
1984	5,548	555	10.0	78,212	33	0.04
1985	5,536	574	10.4	77,490	39	0.05
1988	5,548	629	11.3	74,056	69	0.09

Source: Ministry of Agriculture, Forestry and Fisheries